



Natural Resources Conservation Service
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Phone No. 717-237-2100

February 24, 2009

PENNSYLVANIA BULLETIN NO. PA360-9-7

SUBJECT: PER – Request for Nat'l Team Participation – National Recruitment Strategy Planning Team

Purpose: To request nominations for individuals to participate in a cross-agency team to develop and communicate a National Recruitment Strategy.

Deadline: March 4, 2009

Background. NRCS has recognized the need to have a highly skilled and diverse workforce to achieve its strategic goals and outcomes. NRCS is faced with recruiting in a highly competitive market. The NRCS Human Capital Strategic Plan, Goal #2, Recruitment and Retention, establishes the commitment to create and implement a National Recruitment Strategy, consistent with the agency's commitment to diversity.

Team Participation. Competition for talent makes it necessary to develop a more consistent and effective method for recruiting and hiring across the United States. The national recruitment strategy will facilitate the identification and resolution of challenges/issues associated with recruitment and retention of a diverse workforce and allows us to move NRCS toward becoming an "Employer of Choice."

This cross-agency team will work to develop a National Recruitment Strategy that will outline our Human Capital needs for recruitment and retention of a diverse workforce. There will be a team of technical NRCS advisors assigned to support the needs of the core team. A survey will be administered to NRCS staff for the purpose of soliciting data that can be used by the core team.

NRCS employees who are interested in participating on this core planning team for developing a National Recruitment Strategy are asked to apply using the attached form. Team members will be selected to represent all segments of the agency taking into consideration location, position, ethnicity, and tenure.

Team members will need to attend several onsite meetings (no more than three). It is anticipated that the team meetings will be 2 and ½ days each during the months of March, April, and May, 2009. To minimize costs, location will be determined once team members have been identified. When possible the communication will be conducted through teleconferences. All applications must be approved by your first-level supervisor. The attached application form should be e-mailed to anne.anderson@pa.usda.gov in order to ensure timely submission.

Contact. If you have any questions, contact Anne Anderson, State Administrative Officer at 717-237-2143.

/s/ Gary P. Smith, Acting

CRAIG R. DERICKSON
State Conservationist

Attachment

